



"A Message from the Inspector General: Evaluation of Gender Equity in the FBI Training Process for New Special Agents and Intelligence Analysts at the FBI Academy," December 2022

Hello, I'm Michael Horowitz, Inspector General for the U.S. Department of Justice.

Today, my office released a report evaluating gender equity in the FBI's training process for new Special Agents and Intelligence Analysts. Creating and maintaining a training environment free from bias is critical to ensuring equal opportunities for all new FBI Agents and Intelligence Analysts.

We found that women and men had similar graduation rates from the FBI Academy. However, we also found that female New Agent Trainees received a disproportionate number of performance citations and were dismissed at rates higher than expected based on their share of the population.

In addition, in our survey and interviews of male and female trainees, a substantial number of women reported inappropriate behavior and inconsistent instructor evaluations of trainees based on gender.

For example:

- 43 percent of female New Agent Trainees surveyed believed that men were treated more favorably during tactical training evaluations;
- 48 percent of female survey respondents stated that instructors criticized female trainees more than male trainees who were doing the same job; and
- 50 percent of female survey respondents stated that instructors told sexist stories or jokes.

Finally, we found that between 2015 and 2020, only two women served as tactical or defense tactics training instructors. This was concerning because stakeholders have emphasized the benefits of having more women serve in these instructor positions.

To read our report and our 7 recommendations, visit our website oig.justice.gov, or go to oversight.gov.

Thank you for joining me today.

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